



## EXECUTIVE OFFICE

Jan Giles, President

Chris Urbanski, Vice President

Jacqueline Anderson, Secretary/Treasurer

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Good afternoon, Chair & Committee Members

My name is Jan Giles, the President of the Education Support Employees Association which represents 13,000 support professionals' in CCSD. We are in support of this new language to SB251.

Since the implementation of AB469/NRS388 there has been ambiguity on the transfer and reassignment process of employees in CCSD. This will bring much needed clarity on CCSD's authority to follow collective bargaining agreements.

Committee members made comments about CCSD's taking control to make decisions that were in their best interests. In reality they made decisions that followed the collective bargaining agreements which is what was fair to the employees.

In the minutes from the July 1, 2016 community meeting with the AB469 Advisory Committee, Senator Roberson stated "Collective Bargaining Agreements will not be affected by this and will still be handled at the central office". This statement is clear on what the intent of this bill was, for the employees to still have collective bargaining under NRS288. Both the EMRB and the District Court have found that NRS 288 can be read in harmony with AB 469. Further, nothing in AB 469 eliminates the collectively bargained rights of support professionals in a surplus or reduction in force situation.

The ESEA collective bargaining agreement is 55 pages long, nearly 8 pages of this agreement is dedicated to the issue of surplus and reassignment. This language was negotiated and agreed to by all the parties involved. It provides protection for the workers, and it allows flexibility for the school district. Our agreement is based on fairness and seniority, it works for the employer and employees.

Employees are surplus based on student enrollment and not due to any fault of their own. These are not deficient or poor performing employees; they just had the misfortune of being the lowest senior employee working at a school with a decreased enrollment of students or the reorganization of their department. These employees through the collective bargaining agreement and the longstanding practice, select open lateral positions based on district seniority. The lateral position ensures that the employee is qualified to work in that position which prevents a hardship to the new school or department. Job descriptions don't vary from school to school, they are the same regardless of the location. Out of 360+ schools the majority will never experience having a support professional assigned to them through this process. But for the handful of employees that are affected, this language in our collective bargaining agreement is essential. Without this process, employees that have years of seniority in the district could be terminated, who had no deficiencies and without due process.

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Education Support Employees Association

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Support professionals are the lowest paid employees, they chose to work with students because they truly love what they do. They love what they do so much that even though they have a degree and could earn more in different job, they stay in a support professional position. With the higher salaries being offered at fast food restaurant, it would be much easier to just work there. These jobs would certainly have less safety risk and physical abuse while earning more. Our collective bargaining agreement with job security is a vital incentive to attract employees. With hundreds of vacant positions in the District (and more every month), now is not the time to take away our rights. This will drive even more support professionals out the education field. Our working conditions are students learning conditions. Having fully staffed and safe schools is beneficial to students.

Schools cannot operate without support professionals. We ask that you support this bill and protect the collective bargaining process and workers' rights.

I'm happy to answer any questions or have further discussion, please feel free to contact me:  
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Thank you,  
Jan Giles  
ESEA President